

Mr. Hosch. In the Medicare program, and I don't want to go into that because I realize it is a little bit to the side, I think we sometimes conceive of this as a direct Federal operation without full cognizance of the Welfare Administration and the Public Health Service in terms of working with the State agencies, the relationship to the title XIX medical program, et cetera.

In all of those activities, we find that the most common and persistent problem is the one that I know you are fully familiar with, and that is the scarcity of both professional and subprofessional levels. I believe at the regional level, it would be possible to gain more accurate information about training needs at the State and local level.

You are familiar with the general thrust of the Muskie bill which attempts to identify and do something about the more difficult personnel shortages and the shortages in training.

Also, as I understand it, the Appropriations Committee has directed there be a study of the training grants that are made available to State and local agencies and institutions through our department to see if some greater degree of uniformity in the stipends, the length of the training, the conditions of the training—whether this might be possible.

I think in the course of time that this could be carried out, whatever the results are of this study in terms of revised methods, I think these could be carried out far better at the regional office level than they could be in Washington.

In fact, I believe also that if you consider that training also includes staff development or inservice training, I think a consultant who is responsible to it could work with all of our professional people in beefing up, creating a better understanding of the need for staff development, and so on.

I think this could be a marvelous contribution. I have to serve as representing the Department of HEW on a number of inter-Federal agency committees such as the Federal Executive Board, Critical Urban Problems Committee.

We have tried to work with the President's Committee on Manpower and all of this kind of committee work, the input, the availability of information, of skills in the area of education which is indispensable.

If I don't have somebody on the staff that does know this, I cannot fulfill my function of making maximum use of the HEW input as far as the work of other Federal agencies.

Another area I would like to mention is that of civil rights coordination. We don't want to go into this in terms of national disagreements and de facto and de jure and so forth and so on.

However, my personal convictions—and I think this is in the statement of the Secretary—we need far more emphasis on positive compliance work on a communitywide basis. I don't think we can do this with hospitals, nursing homes, welfare departments, and the housing and construction fields unless we also consider the many kinds of problems that exist North and South in the area of civil rights as it affects the entire educational community.

So I think we need again to be decentralized to the local level, someone thoroughly familiar and expert in the area of civil rights compliance.